

DisciplineBullying

Premier Charter School is committed to maintaining a learning and working environment free of any form of bullying or intimidation by students or adults toward School personnel or students on school grounds, or school time, at a school sponsored activity or in a school related context. As such, bullying is prohibited on school property or at any school function. Bullying is the intentional, repeated action by an individual or group of individuals to inflict physical, emotional or mental suffering on another individual or group of individuals that causes a reasonable student to fear for his or her physical safety or property, substantially interferes with the educational performance, opportunities, or benefits of any student without exception, or substantially disrupts the orderly operation of the school.

Bullying occurs when a student:

- Communicates with another by any means including telephone, wireless telephone or other wireless communication device, computer or pager, writing, cyberbullying including, but not limited to a message, text, sound, or image by means of an electronic device with the intention to intimidate, or inflict physical, emotional, or mental harm without legitimate purpose, or
- Physically contacts another person with the intent to intimidate or to inflict physical, emotional, or mental harm without legitimate purpose. Physical contact does not require physical touching, although touching may be included.

Students or adults who are found to have violated this policy will be subject to the following consequences depending on factors such as: age of student(s), degree of harm, severity of behavior, number of incidences, etc. Consequences: Loss of privileges, classroom detention, conference with Teacher, parents contacted, conference with Administrator(s)/Principal(s), in-school suspension, out-of-school suspension, expulsion and law enforcement contacted. Retaliation against any person who reports an act of bullying is also prohibited and will be met with similar consequences.

Premier Charter School employees are required to report any instance of bullying of which the employee has first-hand knowledge within 2 days. Moreover, Premier Charter School will provide training for employees relative to enforcement of this policy.

Acts of bullying can be reported verbally or in writing to classroom teachers or can be reported directly to school principals or teacher leaders.

Within two school days of a report of an incident of bullying being received, the school principal, or his or her designee, shall initiate an investigation of the incident. The school principal may appoint other school staff to assist with the investigation and the investigation shall be completed within ten school days from the date of the report unless good cause exists to extend the investigation.

Premier Charter School will give annual notice of this policy to students, parents or guardians, and staff. Premier Charter School will provide education and information to students regarding bullying, including information regarding this policy, the harmful effects of bullying, and other applicable initiatives to address bullying including peer-to-peer initiatives to provide accountability and policy enforcement for those found to have engaged in bullying, reprisal, or retaliation against any person who reports an act of bullying. The administration of the school shall instruct its school counselors, social workers, mental health professionals and school psychologists to educate students who are victims of bullying on techniques for students to overcome bullying's negative effects including but not limited to cultivating the student's self-worth and self-esteem, teaching the student to defend himself or herself assertively and effectively, helping the student develop social skills, or encouraging the student to develop an internal locus of control. The provisions of this paragraph shall not be construed to contradict or limit any other provision of this section. The administration of the school shall implement programs and other initiatives to address bullying, to respond to such conduct in a manner that does not stigmatize the victim, and to make resources or referrals available to victims of bullying.

Approved 11/2/2017